



Voices & Views



A NEWSLETTER FROM THE PENNSYLVANIA BAR ASSOCIATION • COMMISSION ON WOMEN IN THE PROFESSION



WIP SPRING CONFERENCE

Heather Arnet Discusses “Why Not a Woman in the White House?”

By *Carla Schiff Donnelly, Esq.*

I had the privilege of attending the 2015 Spring Conference featuring the documentary “Madam Presidentá: Why Not U.S.?” written and directed by Heather Arnet, CEO of the Women and Girls Foundation of Southwest Pennsylvania. The film explores the key questions about why so many other countries, Brazil in particular, have elected female presidents before the United States. Both the film and the discussion with Ms. Arnet brought to light cultural and historical differences between the U.S. and other countries. Ms. Arnet noted that she was surprised to learn while making the

film that many of the countries that have currently female leaders also have relatively new constitutions. Women were involved in drafting these newer constitutions. In fact, the Brazilian constitution includes mandatory

maternity leave of at least four months with paid leave up to six months. These countries, including Brazil, also have greater access to birth control for women and some have mandatory voting and quotas for a minimum number of women in their governments. Imagine how things would be different in the United States if we had mandatory voting and such quotas.

Ms. Arnet discussed several vignettes in which she was approached by Brazilian women during filming who proudly introduced themselves feminists. Arnet asked why the term ‘feminist’ had become a bad word in the United States. Listening to Ms. Arnet speak and watching the movie made me wonder whether we in the U.S. are so comfortable with the rights we have that we don’t feel the need to be feminists. Or, do we feel as though we compromise what we perceive to be our “equality” by calling ourselves feminists, even though we have not truly achieved equality? Indeed, Ms.

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WIP Spring Conference

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Arnet stated that Pennsylvania comes in 46th among U.S. states for having women in the legislature.

Ms. Arnet told us about the Women and Girls Foundation of Southwest Pennsylvania's program, GirlGov, which each year involves 100 girls between 9th and 12th grades to engage them in the government leadership process. Girls participate in the drafting of legislation that helps women. The approach allows the girls to talk about what's important to them and helps them learn how to make their concerns heard and to effect change. With our support, the Women and Girls Foundation can take this program statewide. At home, we can speak to our daughters, regardless of their age, and inspire them to learn that they can

make a difference about issues important to them.

Ms. Arnet also discussed ways women attorneys can effect change by either running for or supporting other women who run for the Legislature. She noted that fundraising is often done by the male leadership of law firms and perhaps women should be more involved at the fundraising level, which will give them more clout with both male and female legislators.

Thank you, Ms. Arnet, for inspiring us by your film, your actions and your words. 

Carla Schiff Donnelly, Esq. is an attorney at Gentile, Horoho & Avalli, P.C., where she focuses her practice on divorce litigation, with a concentration on high asset financial and complex custody issues.



MESSAGE FROM THE CO-EDITOR OF VOICES & VIEWS

Spring is a Time of New Beginnings

By *Samantha E. Phillips, Esq.*

Spring is known as a time of new beginnings. Just as all the snow melts away in Pennsylvania, the trees start growing back their leaves, flowers start to bloom, and gardeners start planting seeds for delicious vegetables and berries to be eaten throughout the summer.



For the PBA, spring also brings the inauguration of new officers at the Annual Meeting May 8, 2015. A few of our very own will be taking on new leadership roles on May 8: Sara A. Austin will be serving as the president-elect; Sharon R. López will be taking the position of vice president; and Anne N. John will begin her third one-year term as the role of secretary. I want to wish Sara, Sharon and Anne the best of luck. I know they will continue to make WIP proud!

Also taking on a new role is Pennsylvania's former First Lady, Judge Marjorie Rendell. Judge Rendell is moving to senior status from her full-time position on the federal Third Circuit Court of Appeals. She will also be doing more work with the Rendell Center for Citizenship and Civics, which she started with her husband, former Governor Ed Rendell. The Rendell Center is currently working on a fourth-grade civics curriculum, high school civics, and a project on judicial independence. After serving on the judiciary for 21 years, Judge Rendell will still carry 80 percent of a full-time caseload. As reported by Pat Loeb of CBS Philly, Judge Rendell believes that "...just being part of the federal judiciary is just a real gift." I hope Judge Rendell enjoys her new role as senior judge, as she undoubtedly will be fostering the future leaders of this commonwealth's interest in civics.

Although I only named a few women leaders who are taking on new roles, I hope all those embarking on new beginnings this spring get off to a great start!



Samantha E. Phillips, Esq., co-editor of *Voices and Views*, is an associate attorney at Summers Nagy Law Offices in Wyomissing.

MESSAGE FROM THE WIP CO-CHAIR

This is my last message as co-chair of the WIP.

While I have thoroughly enjoyed my tenure, I am cognizant that one of the many strengths of the WIP is the number of energetic, talented, dedicated women in the profession, and that one of the most important things anyone in any leadership position can do is to step aside.

Over the last several years, the WIP has grown, new members bring new energies and talents, longer-standing members bring a wide range of experiences.

We are seeing more active use of technology, a revamped report card, different sorts of programs, all responsive to what we have learned through discussions, meetings and surveys and the various media we use.

I look forward to continued participation in the WIP and to the continued and growing success of the Commission and women in the profession.



Roberta Jacobs-Meadway, Esq.

You Work Hard for Your Money, So Start the Attorney-Client Relationship Right

By Amy J. Coco, Esq.

Every attorney-client relationship should begin with a well-drafted engagement agreement, not simply to comply with ethical requirements, but also to reduce the risk of claims and increase the likelihood of getting paid. Few would quibble that social relationships built on solid foundations tend to be the more successful and fulfilling relationships. One need not look long to find a relationship advice article suggesting that open communication is pivotally important to developing healthy social and business relationships. Lawyers would do well applying those social norms when starting an attorney-client relationship with a client.

A healthy attorney-client relationship is built on a solid foundation based on a specific discussion with the client, followed up with a comprehensive written engagement laying out clearly for both lawyer and client what services the lawyer will provide and the manner in which the lawyer will proceed in the representation. When the attorney-client relationship starts in this manner, the client is better informed and the lawyer significantly reduces her risk of misunderstanding, an unhappy client, and ultimately a claim against the lawyer. Having a well-drafted engagement agreement focuses the client's expectations from the outset of the representation.

What's The Difference Between A Fee Agreement And An Engagement Agreement?

A fee agreement defines the basis or rate of fee and may be required by



the ethics rules. Pennsylvania Rules of Professional Conduct (Pa.R.C.P.) Rule 1.5 lays out when a writing is absolutely required. When the lawyer has not regularly represented the client (in other words, a new client), the basis or rate of fee must be communicated to the client in writing. If the representation is based on a contingent fee, then the agreement must be in writing. Best practices require more than the "bare minimum" required by the ethics rules. An engagement agreement is much more than just a fee agreement. Lawyer relationships with their clients are in the first instance, at least, contractual relationships. Lawyers would never advise clients to enter into a business arrangement without documenting that arrangement. Lawyers should do likewise with their clients and draft their engagement agreements using contract drafting principles.

The well-drafted engagement agreement should not be a one size fits all

form. Forms frequently equal absence of thought. Lawyers should give thought to who they represent, what they will do, and how they will do it every time they undertake a representation. Skipping this step in establishing the relationship is at the lawyer's peril. Without an agreement defining who you represent, what you agreed to do, and how you do it, you risk being sued by people you did not believe you represented, for tasks which you did not agree to undertake and you make it difficult to get paid for the work you performed.

Who Do You Represent?

The first step to establishing a solid foundation for the attorney-client relationship is to articulate who you are representing and to carefully identify that client in the engagement agreement. Sometimes it's obvious to attorney and client, but other times it may not be so clear, particularly to the client, who you are representing.

This exercise of identifying the client in the engagement agreement potentially avoids misunderstandings later. If you are representing a corporation in a lawsuit or some transaction, your engagement agreement should state that you are representing the corporation's interests and not the individual shareholders' interests, which can sometimes diverge.

If you plan to represent the interest of more than one person or entity, you need to exercise special attention. Care should always be taken when representing entities, people with fiduciary interests (executors, trustees, etc.) or minors or others of limited capacity. Avoid identifying the client as "you"

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Start the Attorney-Client Relationship Right

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or “client.” Be specific. It also helps to identify the lawyers and other professionals you anticipate will work on the matter. This informs the client upfront if you intend to have others assist you. Perhaps the client in his or her mind only wants you working on the file. Having this discussion at the outset of the relationship helps focus client expectations and avoids misunderstanding later.

How Many Clients Do You Have?

If you are representing multiple parties, give serious consideration to whether and how you’ve represented either or both parties in the past. Make sure those prior representations are disclosed in writing and any potential conflicts are waived before undertaking representation. You should describe the circumstances under which you may or may not continue to represent some of the parties if their interests diverge or they disagree. You should consider using these provisions even if your multiple clients are husband and wife. Frequently, lawyers consider husband and wife as a single client, but their interests can become diverse and potentially even adverse. You should advise in the engagement agreement that anything one client shares with you will be shared with the other and you cannot keep information confidential from the other client in a multiple client representation. Further, the possibility of aggregate settlements should also be addressed, and you should describe the process involved if one is offered. Rule 1.8(g) forbids an attorney from participating in an aggregate settlement without obtaining

the informed consent of all clients in a signed, written agreement. An offer cannot be accepted unless each client consents after being made aware of the share that each person will receive.

When there are multiple clients, the conflict waiver provisions are important to obtaining informed consent and avoiding a later breach of fiduciary duty claim. If the engagement agreement is also intended to serve as a conflicts waiver letter, you will need to meet the “informed consent” requirements. Getting informed consent for a conflict waiver is a process, and not just a clause in the engagement agreement. Rule 1.0 defines “informed consent” as “the consent by a person to a proposed course of conduct after the lawyer has communicated adequate information and explanation about the material risks of and reasonably available alternatives to the proposed course of conduct.” Probably the most important thing the lawyer needs to remember about informed consent is that it’s always given prospectively, but evaluated retrospectively, and it’s at the lawyer’s risk if it was not complete.

What Are You Going To Do For The Client?

The engagement agreement should clearly identify the scope of your undertaking. Equally important to identifying what you will do is identifying what you will not do. Many clients view the lawyer they hired as “their lawyer” for everything. If you do not clarify it in writing, courts may define the existence of an attorney-client relationship and the attorney’s undertaking by the client’s state of mind. If you have not undertaken a particular representation, advise the client in writing. If you undertake to represent a client in a motor vehicle accident but have no intention of representing



the client in any UIM claim, workers compensation claim or social security disability matter (regardless of your reasons), you should so state in your engagement agreement. Likewise, if you represent the client in divorce and support matters, but do not want to undertake the custody matter, so state. If you are giving estate planning advice, you may wish to advise that your advice is meant to achieve their estate planning goals and will not consider their interests in marital property or domestic disputes that may later arise. Likewise, you might undertake business advice, but are not willing or able to address tax issues. If your intent is not to undertake a part of the work or if there is a limitation on your services, that should be explicitly stated in the engagement agreement. Don’t assume the client realizes it. Clients sometimes want to retain lawyers for discrete tasks, to limit their costs. A lawyer can do so, as long as the lawyer has explained the risks of such an undertaking. Pa.R.C.P. Rule 1.2(c) provides “[a] lawyer may limit the scope of the representation if the limitation is reasonable under

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Start the Attorney-Client Relationship Right

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the circumstances and the client gives informed consent.” The lawyer must advise the client of any significant problems a limitation might entail, the client must consent, and the fee charged must be reasonable in view of the limitation. This disclosure should be in writing.

Identify the client’s goals and define success at the outset of the representation. This helps define the undertaking. The fee agreement should explain to the client that lawyers cannot guarantee outcome or success, and also that the outcome or extent of the services needed is often out of the control of either the client or the lawyer, and may depend on the other side’s actions or the court. Except where you are charging a flat fee, the client should understand that you cannot guarantee a maximum fee. Later, in litigation that has become particularly costly because of conduct of the other side, or the court’s requirements, you don’t want to hear the words, “But you promised that this was only going to cost ‘X’ dollars.” Don’t allow a good faith estimate of fees to become a contractual obligation.

What Are The Client’s Rights And Obligations?

The fee arrangement section in the engagement agreement is the most important section from the client’s perspective. It answers the age-old client question, “How much is all of this going to cost me?” The lawyer’s goal regarding fee arrangements is to avoid fee disputes. Describe how you will be paid. Describe what the client will pay, including internal/external costs, fees charged for lawyers and other staff, and



how the retainer will work. Consider using an “evergreen” or renewing retainer. Use a clear description of any rights and obligations regarding payments. If you represent the client on multiple matters, you may wish to include a statement requiring fees on all matters be kept current as a condition of continuing work. Clearly identify the rate or basis on which interest will be computed if it is to be charged. Unless you intend to commit to a rate for the duration of the representation, include a statement that you reserve the right to periodically adjust rates or costs.

Address what will happen if the client does not pay. Consider including an alternate dispute resolution method regarding payment. Some counties have fee dispute review boards. Include a provision regarding the lawyer’s right to withdraw from representation and the manner in which the lawyer’s compensation will be determined if there is a withdrawal. Similarly, include a provision regarding the client’s right to terminate the services and the method of calculating the fees to the attorney if

the client elects to terminate services.

Include a paragraph in the engagement agreement about what you expect the client to do, such as: be truthful and cooperative, provide all documents and information that may be relevant, including keeping you updated regarding contact and other information. If you are expecting the client to do the legwork to get documents or information and you cannot perform certain tasks until you have

that information, say so. Claims against lawyers often include assertion that the lawyer should have done something, such as obtain the police report or medical records, which the lawyer understood to be a client obligation.

The agreement should advise the procedures you use to achieve confidentiality, particularly if documents and client information are stored in the cloud or transmitted via the internet. If the client elects to communicate electronically, warn the client regarding the risks inherent in email and cell phone communication, and what you

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Start the Attorney-Client Relationship Right

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can and cannot control. For instance, if the client is sending you email via their work email address, there is a chance those emails are not confidential.

If you do not meet the professional liability insurance requirements of Pa.R.C.P. Rule 1.4, you must advise the client in writing. The engagement agreement is a good place for that disclosure.

The client owns the file materials produced during the representation, unless you have otherwise agreed. The engagement agreement is also a good place to define retention of client materials and ownership of those materials. The PBA Ethics and Professional Responsibility Formal Opinion 2007-100 provides direction. When considering retention of file materials and information related to the client, you should make certain to review the new amendments to Rule 1.15 regarding record keeping. Particularly germane to the engagement agreement considerations is the requirement that engagement agreements (Rule 1.5 writings) must be retained, along with trust account documents, for 5 years following the termination of the attorney-client relationship.

Concluding The Engagement Agreement

The last thing included in the engagement agreement is the client's signature. What if the client won't sign an engagement agreement, or hotly contests items in your engagement agreement? Then you are aware of the issues and the opportunity to "fix it" upfront. If the terms of the engagement agreement and your fee are reasonable, as they should be, you should

consider whether you really wish to represent this client. The client who refuses to sign a reasonable engagement agreement is likely to be the same client who refuses to sign the checks paying your bill.

Ultimately, the goal with the engagement agreement is to set reasonable client expectations and to reduce the likelihood of a dispute. The engagement agreement can be a solid foundation on which to begin the relationship and protects both the client and the lawyer. However, like any relationship, if you don't behave according to the terms, things can go awry. Don't say in the engagement agreement you will bill monthly, then wait until the end of the matter to send a large bill. You will end up with that unhappy client. Lawyers have a continuing obligation to communicate with their clients and clients who feel you have kept them apprised are less likely to be unhappy. You work hard for that fee, and having a good engagement agreement starts the relationship right. 

Amy J. Coco, Esq. is a partner at the firm of Weinheimer, Schadel & Haber, P.C. Her practice is focused on the defense of lawyers and other professionals. She counsels lawyers with risk-management questions on the PBA hotline for the current bar endorsed carrier's insureds. She frequently lectures in the areas of risk management, avoiding legal malpractice and ethics. She is chair of the Lawyer Insurance Committee for the Allegheny County Bar Association, vice-chair and a duty officer for the ACBA Professional Ethics Committee and an active member of the PBA Legal Ethics and Professional Responsibility Committee, the Professional Liability Committee and the Executive Council of the Commission on Women in the Profession.



PENNSYLVANIA BAR ASSOCIATION COMMISSION ON WOMEN IN THE PROFESSION COMMUNICATIONS COMMITTEE

EDITORIAL POLICY

Voices & Views is a publication of the Pennsylvania Bar Association (PBA) Commission on Women in the Profession and is published by the Communications Committee three times per year. The purpose of the publication is to facilitate communication among the membership of the commission on topics and events of general interest to women lawyers. The editors of *Voices & Views* reserve the right to accept or reject any submission and to edit any submission to ensure its suitability for publication, its adherence to the Mission Statement of the Communications Committee and its furtherance of the objectives of the Commission on Women in the Profession.

The articles and reports contained in *Voices & Views* reflect the views of the writer and do not necessarily represent the position of the commission, the editors of *Voices & Views* or the Pennsylvania Bar Association.

MISSION STATEMENT

It is the mission of the PBA WIP Communications Committee to foster improved communication among its members in the furtherance of the goals of the commission. To this end, the publication, *Voices & Views*, provides a forum for professional and open exchange among the WIP membership on all issues related to women and the law. *Voices & Views* shall be utilized for the following purposes:

- To publicize opportunities and events that may be of interest to the WIP membership;
- To provide information to the membership on topics that may be of general interest to women lawyers;
- To reach a wider audience and increase the visibility of the commission;
- To inform the WIP membership of the projects and goals of the commission; and
- To share information with the WIP membership regarding accomplishments of the members, other women lawyers and public figures.

WOMEN IN THE PROFESSION

Kathy Manderino: Acting Secretary of the Department of Labor & Industry

By Sara A. Austin, Esq.

I was lucky to be asked to interview Kathy Manderino about her new position as Acting Secretary of the Department of Labor & Industry (DLI). It's always great to spend time with Kathy, in person or on the phone, and this was no different. Kathy was gracious with her time. We spoke about her position, what it entails, how she got there, her bar involvement, and what she sees in her future.

At the outset, Manderino said she is thrilled to have been asked by Gov. Wolf to serve as part of his cabinet. She is excited for his vision for Pennsylvania: Jobs that pay. Schools that teach. Government that works. She said that is what DLI will help him deliver. Manderino noted that DLI is one of the bigger state agencies with more than 5,000 employees in more than 100 locations across the state and a budget of more than \$1 billion (mostly federal funds). DLI covers areas including workforce development, unemployment compensation, workers' compensation, vocational rehabilitation, occupational and industrial safety, and labor law compliance. She quipped, "If you are looking for a new job, are injured or need an elevator inspected, we're it." DLI touches Pennsylvania workers and employers in many areas.

Manderino said that, although she spent 18 years in the Legislature, she is still amazed by the breadth of DLI. It is a very diverse department, and there is much excitement on her part about the things DLI will be doing. She



Kathy Manderino, Esq.

noted that the governor is focused on reinventing the workforce. All of this means that she has come full circle in her career path.

Before becoming an attorney, Manderino's first career was in labor management relations and economic development, working in declining industries, and helping dislocated workers retool for new economies. Now she is here in DLI doing that on a big scale!

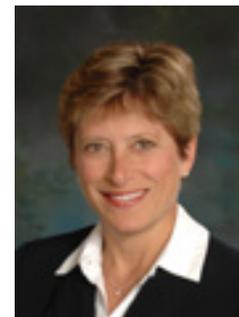
Manderino said she also gets to interface with the bar in some aspects of her new position. For example, workers' compensation ALJs are part of DLI so she works with the PBA's Workers' Compensation Law Section, including as a part of its 100th anniversary program.

Manderino said that she is thrilled to be back in state government in a

non-elective office. The state workers she has met are dedicated to delivering good service to the citizens. The governor's cabinet appointments comprise a competent, but diverse crew, which adds to the richness of his administration. She believes that brings diversity of ideas and experience helps to shape state government.

On the gender front, Manderino said that, like her, the preceding two DLI secretaries were female. Many government lawyers – in DLI and other agencies – are very competent, for example, the new chief counsel, Denise Smyler. Manderino strives to be an example. She is planning to stay involved in WIP and the PBA to the extent that she can and looks forward to continuing existing relationships and forging new ones.

On a final note, Manderino said that she is looking forward to opportunities to continue to contribute to the profession in whatever capacity her law degree takes her. She said that her legal education and training prepared her to be successful in all of her endeavors.



Sara A. Austin, Esq. currently serves as the PBA's vice president and WIP's treasurer.



2015 WIP ANNUAL CONFERENCE • MAY 7, 2015

Sheraton Philadelphia City Center Hotel

Held in conjunction with the PBA Annual Meeting

Meet with fellow WIP members as we embark on

“Pathways to Success: Building Blocks & Stumbling Blocks”

at the Annual Conference. See pages 10 & 11 for the schedule.



Philadelphia



Keynote speaker
Nikki Johnson-Huston, Esq.



Join the WIP Book Group!

The WIP Book Group was created to encourage small, independent group discussions by WIP members at the local level, as well as during special segments of the Fall Retreat and Annual Conference. The group will periodically review and choose one book to recommend to the WIP membership for reading and discussion at these events.

Co-chairs Mary Doherty and Bernadette Hohenadel have identified “Still Alice” by Lisa Genova as the focus for the next book group discussion at the Annual Conference. Come early and join us Wednesday, May 6 from 5:00 p.m. – 7:00 p.m. as we discuss Alice Howland’s battle with early onset Alzheimer’s and how she attempts to find meaning and purpose in her everyday life.

In addition, a LinkedIn WIP Book Discussion Group has been created specifically for discussion about the current book. To join the group, please sign in to your LinkedIn account and type PBA - Commission on Women in the Profession “Book Group” in the search window at the top of the screen or click [here](#).



Commission on Women in the Profession 22nd Annual Conference

“Pathways to Success: Building Blocks & Stumbling Blocks”



WIP Registration Fee: \$175 (PBA Members)*

Includes breakfast, WIP annual luncheon, joint reception and access to WIP CLE sessions. CLE credits are an additional cost.

*Non-Member Registration Fee - \$225; Law Student Registration Fee - \$40

Thursday, May 7, 2015

8:00 a.m. – 9:00 a.m.

WIP Business & Breakfast Meeting

Roberta Jacobs-Meadway, Esq. and Nancy Conrad, Esq., Commission co-chairs

9:15 a.m. – 10:00 a.m.

“Speed Networking”

Building Block: Something essential for making or developing another thing.
Translation: A mentor.

Elevator Speech: A quick summary used to define a profession and delivered in the time span of an elevator ride – one to two minutes. The term comes from a scenario of an accidental meeting in an elevator with someone important. If this discussion is interesting, it will spark conversation outside the elevator and end in exchange of business cards.

Speed Mentoring 101: The Elevator Speech

Having a mentor is essential to developing your successful legal career – don’t build that career one block at a time, instead take the “elevator” to the penthouse and beyond. In this presentation, through speed networking, mentors will help others perfect their “elevator” speech. Like speed dating, the elevator speech is meant to be a short summary designed to explain and create interest in you and your services within the time it takes to ride an elevator. Come prepared with your draft elevator speech and be ready to ride to the penthouse.

Facilitators:

- Hon. Susan Peikes Gantman, President Judge, Superior Court of PA
- Hon. Sallie Updyke Mundy, Superior Court of PA
- Mary C. Doherty, Esq., High Swartz, LLP

Moderator:

- Sarah C. Yerger, Esq., Post & Schell, P.C.

Does not qualify for CLE

10:00 a.m. – 11:00 a.m.

“Grit, Resilience, Confidence and Taking Charge: Building Blocks For Success” CLE 310

Women lawyers continue to face challenges in all practice settings and still lag behind in compensation, promotions and the attainment of positions of real power and influence. This presentation will explore the stumbling blocks that women lawyers encounter and how grit, resilience and confidence can empower you to take charge of your career and achieve your professional goals.

Email the career challenge you would like to overcome to: ursula.marks@pabar.org

Speakers:

- Hon. Susan Peikes Gantman, President Judge, Superior Court of PA
- Roberta D. Liebenberg, Esq., Fine Kaplan and Black, RPC

CLE Credit: 1.0 Ethics Hour

11:00 a.m. – 11:30 a.m.

“Media Toolkit Presentation by the WIP Promotion of Women Committee” CLE 311

The Pennsylvania Bar Association’s WIP Promotion of Women Committee has developed a Media Toolkit to support the Commission on Women in the Profession’s endeavors to increase the visibility of women in the profession and to provide members with a resource to use when dealing with the media and publicity. Join committee co-chairs Maria Feeley and Kathleen Wilkinson as they present a “teaser” on how to effectively use the Toolkit in your practice to achieve your own public relations and marketing goals, while effectively improving your communication skills. The Toolkit provides practical information about how to prepare a media release and communicate with the media; a directory with hyperlinks to hundreds of newspapers, television and radio stations in Pennsylvania; helpful information about drafting an op-ed piece and letter to the editor; tips on fielding phone calls from the press and participating in television and radio interviews, as well as opportunities for publicity within the PBA.

Presenters:

- Maria Feeley, Pepper Hamilton, LLP
- Kathleen D. Wilkinson, Wilson Elser Moskowitz Edelman & Dicker, LLP

CLE Credit: 0.5 Substantive Hour

11:30 a.m. – 12:00 p.m.

“Morning Wrap-Up”

Commission on Women in the Profession 22nd Annual Conference

12:00 p.m.

Annual Luncheon

Featured Keynote Speaker: Nikki Johnson-Huston, Esq.

Nikki Johnson-Huston overcame a childhood of poverty and homelessness to become an award-winning young tax attorney in Philadelphia with her own firm, The Law Office of Nikki Johnson-Huston LLC. A graduate of Temple University Beasley School of Law, where she earned a J.D./M.B.A/ LL.M in taxation in four years, she was an assistant city solicitor for six years in the City of Philadelphia Law Department's Major Tax Unit. In the Philadelphia Bar Association, she is a member of the Board of Governors, a former co-chair of the Women in the Profession Committee, and former co-chair of the Women in the Profession Public Service Task Force. In that position, she started a mentoring program for high-school students interested in pursuing a career in law and conducted numerous panels about issues related to educational opportunities and the law. As a USA Eisenhower fellow, Johnson-Huston traveled to India and New Zealand to work with women and children living in poverty.



**Featured Keynote Speaker:
Nikki Johnson-Huston, Esq.**

She was named a Black History Month "game changer" by CBS3/CW Philly/ KYW News radio 1060AM; a "Pennsylvania Diverse Attorney of the Year" and "Lawyer on the Fast Track" by *The Legal Intelligencer*; one of "40 Lawyers Under 40" by The National Bar Association; a "Woman of Distinction" by the *Philadelphia Business Journal*; and one of "10 People under 40 to Watch in 2010" by *The Philadelphia Tribune*. She has been recognized for homeless advocacy in the *One Step Away* newspaper and received the Fashioning Futures for Women Award from Career Wardrobe and the Craig M. Perry Community Service Award from the Philadelphia Bar Association Young Lawyers Division.

Awards Presentation

The Women in the Profession will be awarding the prestigious Anne X. Alpern Award to **Penina K. Lieber, Esq.**, Dinsmore & Shohl, LLP, Pittsburgh, and the Lynette Norton Award to **Lynne Z. Gold-Bikin, Esq.**, Weber Gallagher, Philadelphia.

2:30 p.m. – 4:30 p.m.

"Developing Useful Communication Styles – Getting Better Results by Avoiding Communication Pitfalls" CLE 312

In law school, we learn much about the law but very little about effective verbal communication. This seminar explores how attorneys can become more effective communicators — with judges, jurors, other attorneys or clients.

This powerful and popular course helps participants learn about their own unique style of communicating, while discovering how others may communicate differently and ways to more effectively communicate with people who are different from themselves. The session begins with a self-assessment that will require a great deal of self-exploration. The instructor will share practical techniques showing you how to listen effectively. Attendees will learn questioning techniques to strengthen skills necessary to draw out those with whom they need to communicate, explore common communication pitfalls, and learn strategies to overcome challenges impacting communication effectiveness. Attendees will delve into common traps in gender communication that dilute the effectiveness of the message. Join us and explore techniques to make your communication powerful with any audience.

Presenter:

- Monica Gould, CMC, MBA, President, Strategic Consulting Partners

CLE Credit: 2.0 Substantive Hours

4:30 p.m. – 6:00 p.m.

Joint Reception with PBA Civil & Equal Rights Committee, Minority Bar Committee, GLBT Rights Committee and Solo and Small Firm Law Section

WIP is pleased to join as a co-sponsor of the GLBT Rights Committee's first annual PBA David M. Rosenblum GLBT Public Policy Award. This award, which has been created to honor the memory of David Rosenblum, an active member of the GLBT Rights Committee and a well-established community advocate for GLBT rights, will be presented during the joint reception.

(Speakers are current at time of printing but subject to change.)

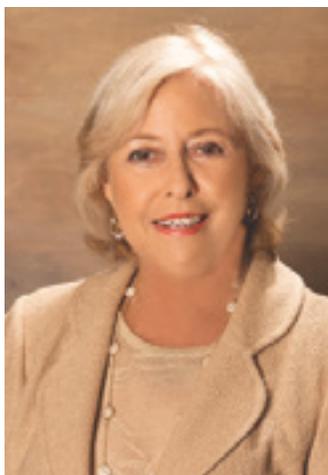


Public Service Committee Project

The PBA Commission on Women in the Profession Public Service Committee has chosen Girl Scouts of America as the designated charity for the Annual Conference. Specific troops will be designated to receive contributions.

Any questions can be directed to the co-chairs of the Public Service Committee, Alison Wasserman (Alison.wasserman@grimlaw.com or 215-257-6811) or Katherine Berquist (kpb@wshpc.com or 412-765-3399). If you are unable to attend the meeting, please consider sending your contributions to the attention of Ursula Marks at the Pennsylvania Bar Association.

AWARDS

WIP Presents 2015 Anne X. Alpern Award to Penina K. Lieber**Penina K. Lieber, Esq.**

The PBA Commission on Women in the Profession will present its annual Anne X. Alpern Award to Penina K. Lieber of Pittsburgh at the WIP Annual Conference in Philadelphia on May 7.

The Alpern Award is presented annually to a female lawyer or judge who demonstrates excellence in the legal profession and who makes a significant professional impact on women in the law. Established in 1994,

the award was named for Anne X. Alpern, Pennsylvania's attorney general in 1959 and the first woman state attorney general in the nation.

Lieber is active within the legal profession and within the academic and nonprofit communities.

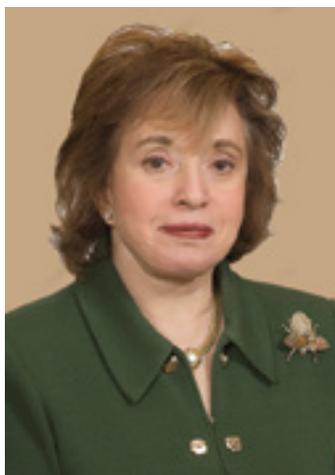
Lieber is currently a partner in the Pittsburgh law offices of Dinsmore & Shohl LLP. She practices in the area of nonprofit and tax-exempt law and represents nonprofit organizations and associations in a wide range of legal matters. Lieber is an approved mediator and early neutral evaluator in the Alternative Dispute Resolution Program of the U.S. District Court for the Western District of Pennsylvania.

Lieber is a past president of the Pennsylvania Bar Institute (PBI), the educational arm of the PBA. She is a life trustee of the Pennsylvania Bar Foundation and is a sustaining fellow of the Allegheny County Bar Foundation. She is an elected member of the American Law Institute and a member of its Consultative Members Group on Principles of Nonprofit Law.

Lieber served a three-year term as secretary of the PBA and is a past At-Large Governor representing women lawyers on the PBA Board of Governors. She is a past chair of the PBA Charitable Organizations Committee and the PBA Attorney Discipline Study Committee. She is a charter member of the PBA Commission on Women in the Profession and served on its executive council. She served as co-chair of

Continued on page 13

AWARDS

The 2015 Lynette Norton Award Goes to Lynne Z. Gold-Bikin**Lynne Z. Gold-Bikin, Esq.**

The PBA Commission on Women in the Profession will present its annual Lynette Norton Award to Lynne Z. Gold-Bikin, a partner in the Norristown office of Weber Gallagher Simpson Stapleton Fires & Newby LLP, at the WIP Annual Conference in Philadelphia on May 7.

The Norton Award was created in memory of Lynette Norton, a founding member of the PBA Commission on Women in the

Profession who died in 2002. Norton was an advocate for young women in the legal profession and worked to promote literacy and women's rights. The award is designed to recognize and encourage female attorneys who excel in litigation skills and who are devoted to mentoring female lawyers.

Gold-Bikin is a nationally-known family law attorney. She has been interviewed about domestic issues by major television networks, newspapers and magazines.

In addition to serving on a number of editorial boards, Gold-Bikin authored *Divorce Practice Handbook* and *The Divorce Trial Manual*.

She has served as an adjunct professor in the Trial Advocacy Institute at the University of Houston, has been a presenter at seminars offered by the Pennsylvania Bar Institute, the education arm of the PBA, and has lectured at Villanova University Law School, Rutgers University Law School and various bar associations throughout the country.

Gold-Bikin developed The PARTNERS Program, an educational program of the American Bar Association (ABA) Family Law Section that teaches relationship skills to teens. Gold-Bikin has been co-chair of the ABA Commission on Domestic Violence and a member of the ABA House of Delegates and the ABA Board of Governors.

She has been a member of the Board of Governors of the American Academy of Matrimonial Lawyers and an advisor to the Family Law Project of the American Law Institute.

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2015 Anne X. Alpern Award

Continued from page 12

the 2009 Women in the Profession Annual Conference and as co-chair of the PBA Annual and Midyear meetings. Last year, Lieber received a President's Award in recognition of her outstanding commitment to the PBA.

She is a member of the American Bar Association's Board of Governors, representing Pennsylvania and New Jersey. She also is a member of the ABA Commission on Youth at Risk and a past chair of the ABA Commission on IOLTA (Interest on Lawyers' Trust Accounts). She served as chair of the Pennsylvania IOLTA Board and as a member of the Disciplinary Board of the Supreme Court of Pennsylvania.

As an adjunct professor at the University of Pittsburgh School of Law, she teaches courses on nonprofit and tax-exempt law. She has published three books on nonprofit legal issues and has been a featured speaker about the charitable sector at state, national and international conferences.

Lieber served as a director of the United Way of Allegheny County, the Jewish Healthcare Foundation and the Pittsburgh Public Theater.

Lieber is a summa cum laude graduate of the University of Pittsburgh, where she is a member of Phi Beta Kappa. She was a Woodrow Wilson Fellow at Harvard University. She earned a master's degree from the University of Pittsburgh and is a graduate of the University of Pittsburgh School of Law, where she was a member of the Law Review. 

2015 Lynette Norton Award

Continued from page 12

Gold-Bikin has served on a variety of committees for the PBA Family Law Section. Last year, the PBA Family Law Section presented Gold-Bikin with its Eric Turner Memorial Award, which honors a lawyer dedicated to the practice of family law and who serves as a mentor and teacher to fellow lawyers.

She is a long-time member of the PBA Commission on Women in the Profession. She also has been a member of the PBA Judicial Administration Committee and the PBA Children's Rights Committee. She served as a Pennsylvania member of the ABA House of Delegates. 

AWARDS

The National Law Journal's Outstanding Women Lawyers

WIP's very own **Roberta (Bobbi) Liebenberg**, a senior partner, Fine, Kaplan and Black, was recognized as one of *The National Law Journal's* Outstanding Women Lawyers. Factors considered in selection of award recipients included: development of successful practices, especially new areas of law or practices typically dominated by men; attainment of professional leadership roles; performance in significant cases, including those that resulted in key, often precedent-setting rulings, victories at trial, and significant settlements; influence and stature in the public sector, including high-level government work; representation of the underserved or indigent; and demonstrated efforts to improve diversity in the profession.



Roberta Liebenberg, Esq.

Share your accolades of this prestigious recognition with Bobbi directly or via the WIP Discussion ListServ* at WIPdiscussion@list.pabar.org. Congratulations, Bobbi!



AWARDS

The Legal Intelligencer's 2015 Lifetime Achievement Awards

The Legal Intelligencer will present Lifetime Achievement Awards to noteworthy individuals who have had a distinct impact on the legal profession in the state. They have collectively moved forward the legal profession in the state, helped foster the legal education of younger attorneys and stood as examples of some of the best virtues of Pennsylvania attorneys. Among those to receive awards at a celebratory dinner on May 20 are four WIP members:

- **Lynne Z. Gold-Bikin** – Weber Gallagher Simpson Stapleton Fires & Newby
- **Roberta Jacobs-Meadway** – Eckert Seamans Cherin & Mellott
- **Roberta D. Liebenberg** – Fine, Kaplan and Black
- **Lynn A. Marks** – Pennsylvanians for Modern Courts

Bar Leadership Institute Seeks Young PBA Leaders for 2015 Class

The Bar Leadership Institute is designed to provide emerging leaders, representing a broad cross-section of the diversity of the PBA membership, with an opportunity to learn about the PBA, while actively participating in key meetings. Participation in the Bar Leadership Institute provides numerous opportunities to network with PBA members and leadership and helps build lasting relationships that will serve as an invaluable resource for future success.

The Bar Leadership Institute looks to the future of the organization by developing well-informed, committed leaders who will serve the PBA for many years to come. It familiarizes participants with the day-to-day operation of the association, provides a foundation on governance and policy issues and introduces the participants to PBA staff and resources.

To be selected for this year's class, an applicant must be a PBA member, age 38 years or younger or have practiced law for five years or less and have demonstrated leadership ability. Those selected as part of the 10-member class are required to attend and participate in three meetings:

August 5 – 7, 2015

**Young Lawyers Division
Summer Meeting**

Seven Springs Mountain Resort
Seven Springs, PA

November 18 – 20, 2015

**Board of Governors
Committee/Section Day**

House of Delegates Meetings
Harrisburg, PA

February 26 – 27, 2016

Conference of County Bar Leaders (CCBL)

Nittany Lion Inn, State College, PA

The costs of attending these three required meetings (rooms, meals provided at the events and registration fees) will be paid by the Pennsylvania Bar Association. Travel expenses to and from the meetings are not covered by the PBA.

Visit the [PBA Bar Leadership Institute webpage](#) for details and application materials. Applications are due by May 8, 2015. If you have questions, please contact PBA Education and Special Projects Coordinator Susan Etter at susan.etter@pabar.org or 800-832-0311 ext. 2256. 



2014 Bar Leadership Institute Class at the PBA Young Lawyers Division Summer Retreat

Steptoe & Johnson Begins Women's Leadership and Marketing Initiative

By Jana Phillis Grimm

Steptoe & Johnson, PLLC is a firm that has cause to celebrate. In 2013, Steptoe & Johnson proudly celebrated 100 years of history as a full service legal resource to assist our clients in reaching their goals. Leading the firm is Susan Brewer, who in 2009 was elected as the CEO and became the first female managing member of a major West Virginia law firm. With her leadership, the firm expanded from its West Virginia roots into western Pennsylvania with the opening of offices in Meadville in August of

2010 and the Southpointe (Canonsburg)/Washington offices in December of 2010. The firm is now serving clients nationwide from 15 offices in six states (www.steptoe-johnson.com).

In the Spring of 2014, I was honored to join the Southpointe office along with several of my colleagues, including Marcia DePaula, another WIP member. We both saw this as an excellent opportunity to expand our labor and employment litigation practices and become involved in a highly supported marketing endeavor to grow Steptoe & Johnson's presence in the Southpointe/Pittsburgh region. We were especially excited to work in a firm that is led by a strong female presence starting at the top. What we walked into was an office

full of enthusiastic, high energy women who were happy to embrace new female leadership to provide direction in business development, to become more involved in community/charitable events and to provide support for building and maintaining client relationships. Based on this enthusiasm, we began the Steptoe Women in Marketing group in the Southpointe office. What began as a group of women attorneys in our Southpointe office has now grown to include our

paraprofessionals and our women attorneys located in our Washington, PA office for a current membership of 21 women professionals.

Our inaugural networking/charitable event was held in March of this year at the Southpointe Golf Club where we invited clients, friends, and prospective business associates to "Spring into Success." The event benefited our

local Dress for Success® branch in Washington, PA. "Admission" was the donation of items for the charity. We were truly blessed to have a roomful of fabulous donations that went to support this worthy charity. The Director of Dress for Success® was ecstatic and advised that this was the most successful drive yet as every item donated was usable. We also invited vendors

of chocolate candies, fashion accessories, makeup and spa services, which donated a portion of their proceeds to Dress for Success®. To encourage us to clean out our closets and ramp up the clothing drive, we invited Kathi Hursh, a professional shopper at Macy's and Jodi Eisner, a professional organizer, to speak that night and provide helpful organizational and fashion tips.

I am happy to say that our group continues to grow both in numbers and support. We are excited by the prospects to grow our leadership skills while building relationships throughout our communities. We are now planning our next networking event and hope to expand our reach into the other regions where our offices are

What we walked into was an office full of enthusiastic, high-energy women who were happy to embrace new female leadership to provide direction in business development, to become more involved in community/charitable events and to provide support for building and maintaining client relationships.



Jana Phillis Grimm, Esq., Member, Steptoe & Johnson, PLLC

Welcome New Committee Members!

The Pennsylvania Bar Association Commission on Women in the Profession extends a warm welcome to the new Commission members who joined during the months of January, February and March 2015. The Commission hopes that these new members enjoy their committee membership and experience the many benefits of serving on the Commission on Women in the Profession.

- Susan Abramowich, KidsVoice, Sewickley
- Kate Arduini, Littler Mendelson PC, Philadelphia
- Sandra Ballard, Dauphin County Bar Association, Harrisburg
- Megan Balne, Hyland Levin LLP, Marlton
- Jacqueline Barnett, PA Department of Environmental Protection, Harrisburg
- Mary Bates, Crown Castle International, Canonsburg
- Joni Berner, Berner Klaw & Watson LLP, Philadelphia
- Kathleen Bertolette, PA Dept. of General Services Office of Chief Counsel, Harrisburg
- Christine Black, Lafayette
- Nora Blair, Harrisburg
- Leanna Blazosek, Law Offices of Robert T Panowicz, Wilkes Barre
- Erin Bock, O'Brien Rulis & Bochicchio LLC, Pittsburgh
- Diana Collins, Pittston
- Philomena Demeter, Gateway Health Plan, Pittsburgh
- Candace Embry, Marshall Dennehey Warner Coleman & Goggin, Philadelphia
- Joelyssa Ferringer, Indiana
- Katharine Fogarty, Kaufman Dolowich & Voluck LLP, Blue Bell
- Jennifer Galloway, Kearney Galloway LLC, York
- Antonia Grifo, Easton
- Emily Geer Hippler, Montgomery County Court of Common Pleas, Norristown
- Judith Hirsh, Hirsh Valuation Group, Villanova
- Nicole Huffman, MidPenn Legal Services, Chambersburg
- Kandice Hull, McNees Wallace & Nurick LLC, Harrisburg
- Cheryl Kovaly, Nationwide Insurance Legal Department, Harrisburg
- Marion Laffey-Ferry, Attorney at Law, Butler
- Marisa Lattimore, Fort Washington
- Chari Maddren, Maddren Law Office, Media
- Kristen Mavraganis, Portfolio Legal Services LLC, Philadelphia
- Mary McKinney, McKinney Point Asset Management, Pittsburgh
- Cynthia Miley-Vrabel, Ernst & Young LLP, Pittsburgh
- Janice Mitchell, Sunesys Inc, Warrington
- Evangelia Moreno, Pittsburgh
- Katie Nealon, Munley Law PC, Scranton
- Victoria Ophhof, Shulman & Shabbick, Palmerton
- Mary Beth Osborne, PA Public Utility Commission, Harrisburg
- Sunshine Overturf, Honesdale
- Susan Peipher, Blakinger Byler & Thomas PC, Lancaster
- Mary Platt, Fineman Krekstein & Harris PC, Philadelphia
- Elena Rorabaugh, Babst Calland Clements & Zomnir PC, Pittsburgh
- Marsha Sajer, PA Department of Labor & Industry, East Berlin
- Laurie Saltzgiver, Meyers Desfor Saltzgiver & Boyle, Harrisburg
- Carole Sheffield, Anderson Kill PC, Wyndmoor
- Meaghan Shirk, Carpenter McCadden & Lane LLP, Media
- Erin Siciliano, Wilson Elser Moskowitz Edelman & Dicker LLP, Philadelphia
- Kari Skovira, Pittsburgh
- Carolyn Smith, McQuaide Blasko, Hershey
- Shelly Solomon, Fox Rothschild LLP, Philadelphia
- Megan Strait, Greencastle
- Miriam Straus, Wayne
- Jennifer Traxler, Superior Court of Pennsylvania, Harrisburg
- Elle Van Dahlgren, The Law Office of Denise D Nordheimer Esquire LLC, Wilmington
- Cynthia Vullo, Koff Mangan Vullo & Gartley PC, Kingston
- Kelly Wall, Montgomery County Court of Common Pleas, Norristown
- Liana Walters, Pennsylvania State Senate, Mechanicsburg
- Suzanne Williamson, PA State System of Higher Education, Harrisburg
- Bethany Williard, Cambria County Court of Common Pleas, Pittsburgh
- Angeliki Yannaris, Philadelphia

Upcoming Events

Thursday, May 14, 2015, 12:00 p.m. - 1:00 p.m.

Part II of A Three-Part Series: "A Road to the Brass Ring in the Legal Profession: Not Partnership, Independence"

This program will deal with the ethical obligations of the departing lawyer, as well as the ethical considerations when starting a new firm. Eckert Seamans will provide attendees to the live session in Philadelphia with snacks and drinks and networking opportunity until 2:00 p.m. This free event is not for CLE credit.

Panelists:

- Ellen Freedman, president, Freedman Consulting and Law Practice Manager for the Pennsylvania Bar Association. She is a nationally-recognized author and lecturer and has spent more than 20 years managing law firms.
- Shelly Solomon, associate general counsel, Fox Rothschild LLP and member of the American Bar Association's Center for Professional Responsibility.

Live in Philadelphia:

Eckert Seamans, Two Liberty Place, 50 South 16th Street, 22nd Floor

Or view via videoconference:

In Harrisburg: Eckert Seamans, 213 Market St., 8th Flr.

In Pittsburgh: Eckert Seamans, 600 Grant St., 44th Flr.

To register, please email Ursula.Marks@pabar.org or Tameka.Altadonna@pabar.org. Please indicate which location you will attend (Philadelphia, Harrisburg, or Pittsburgh).

Thursday, May 21, 2015, 6 – 8 p.m.

Pyramid Club's Meet & Greet with WIP

Philadelphia's Pyramid Club invites WIP to its next Meet & Greet, Thursday May 21 from 6:00 p.m. – 8:00 p.m. Reservations are required; email [Tameka Altadonna](mailto:Tameka.Altadonna) if you plan to attend.

WIP Member Directory

The WIP Directory is integrated with PBA membership records to ensure that information is up-to-date in real time with changes made to those records. Members can search for each other by name, city, county and area of practice. Members can also upload photos of themselves to attach with their Directory profile. Also available in the profile is the year that the member was admitted to practice.

To access the WIP Directory, go to the PBA website and log in using your user I.D. and password. This will bring up your member Dashboard. Under the "My Dashboard" category, click on the "My Committees" link. You will then see a list of the committees to which you belong. Click on the "Women in the Profession" link, and you will open the WIP Directory at the "Search" page. Click Search and complete the criteria that you would like to search, i.e. name, address, county, etc.

If you have any problems accessing the Directory, please email [Ursula Marks](mailto:Ursula.Marks@pabar.org) or [Tameka Altadonna](mailto:Tameka.Altadonna@pabar.org).



Your Other Partner

The editors of *Voices & Views* encourage our membership to contribute articles and announcements, including articles on your area of practice, topics relating to women and the law, book reviews, save-the-date notices, members in the news and photos of members at events.

SUBMISSION DEADLINE:

Summer 2015 Edition: July 31, 2015

Please send information, news and articles to:

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